

Business Name: Learning Point Group

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Learning Point Group

Learning Point is a full-service consulting firm that focuses on leadership, team, and organizational development. We are based in the Pacific Northwest and do work around the world. Our purpose is to enhance your success by helping you build commitment, competence, and collaboration in your workforce. You provide the leadership. We provide the tools, training, and roadmaps. Together we create success. And we help you measure that success every step of the way.

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On a rainy Thursday in Seattle a few years earlier, I enjoyed a senior leadership team implode over a whiteboard.

Six executives, six markers, and six different top priorities. One leader circled earnings forecasts 3 times. Another kept removing anything that was not about client impact. Somebody muttered, "We have actually discussed this for months," and pushed their chair back. You could feel the frustration in the room.

They were not short on intelligence or experience. What they lacked was shared dedication, noticeable proficiency as a team, and a method to work together without grinding each other down.

The moment that moved whatever was deceptively simple. We did not add another framework or grand technique. I introduced three little leadership tools, then stayed mostly out of the way while they practiced utilizing them in real time. Within ninety minutes, they had a clear set of contracts, more sincere conversation than they had actually managed in 6 months, and something unusual: quiet self-confidence that they might do this together.

Leadership team coaching is not about turning executives into perfect humans. It has to do with offering talented people practical ways to line up, decide, and resolve dispute without losing trust. Many of the most beneficial tools are compact sufficient to fit on a single sheet of paper, yet deep enough to utilize for years.

This article strolls through those sort of tools, formed by real leadership training experiences with teams from the Pacific Northwest and beyond, and tuned for leaders who desire more than mottos and slides.

Why team leadership work feels more difficult than it should

Most teams do not fail since of weak strategy. They fail in the quieter, more human places.

You see it when a CEO says, "We settled on this last quarter," and three executives look blank. Or when a senior leader informs me independently, "My peers are excellent separately, however in a room together we are awful." The gap between prospective and efficiency frequently comes down to three missing aspects: sustained commitment, demonstrated proficiency, and healthy collaboration.

Commitment is not just contract. It is clarity about what we will do, what we will not do, and what we will compromise together. Competence is not just private ability. It is the ability of the leadership team to believe, decide, and serve as a coherent system. Cooperation is not being great to each other. It is the capacity to surface difficult realities, hash out trade offs, and after that leave the room merged enough that your teams are not confused.



Leadership development programs typically target people. Those have value, however if you train ten leaders in isolation and then toss them back into a misaligned team, most of that value evaporates. The friction in the system will subdue the fresh insight in their notebooks.

Leadership team coaching targets at the system itself. The system of modification is not just "you as a leader," however "us as a leadership team." The tools that work best in this context tend to share 3 qualities:

1. They are simple adequate to describe on a flip chart.
2. They are robust adequate to endure real organizational pressure.
3. They become part of the method the team runs the business, not simply part of a workshop.

Let us take a look at some of those tools in detail.

Tool 1: A shared program that is not a calendar

One of the most typical failure patterns I see in leadership workshops is a jam-packed program that looks remarkable and achieves nearly absolutely nothing. The day fills with status updates, discussion decks, and respectful questions. By the end, everybody is worn out and behind on e-mail, yet nobody can call three concrete choices that were made.

A leadership team's agenda ought to operate more like an agreement than a schedule. It answers three concerns before anyone strolls into the room:

- What are the business outcomes we need to move today?
- What are the relationship outcomes we wish to safeguard or strengthen?
- What do we need to learn or clarify so we can move much faster later?

An easy tool that often changes the tone of leadership meetings is the "3 x 3 agenda." Instead of a long list of topics, the team settles on three outcomes, three choices, and 3 questions.

Here is how it operates in practice. Before each recurring leadership session, the meeting owner sends a one page pre read with three brief sections:

1. Outcomes: For instance, "Line up on the top 2 concerns for the next quarter," "Verify budget envelope for product launch," "Clarify ownership for consumer churn method."
2. Decisions: For example, "Approve or decline expansion to the Denver workplace this fiscal year," "Select among three alternatives for re org of operations," "Agree on metrics to track in weekly report."
3. Questions: For instance, "What are the 2 most significant threats we are not naming," "Where are we replicating effort across divisions," "What are we doing that no longer fits our size and phase?"

When a team utilizes this tool consistently, a number of things shift in time. People appear much better prepared because they understand the shape of the discussion. Less subjects sneak into the conference as "fast updates" that take time. Most importantly, the team starts to see itself as jointly accountable for the quality of its program instead of treating it as something the CEO or chief of staff controls.

The trade off is real. A 3 x 3 agenda forces you to state no to a great deal of noise. Some leaders are initially uneasy leaving items off. The benefit is similarly genuine: more depth, clearer ownership, and a shared sense that the time together matters.

Tool 2: Dedications you can see, not just feel

During one leadership training in Portland, a VP of engineering finally snapped during a discussion about concerns. He said, "Every quarter we pretend to pick a few things, then we each return to our teams and keep doing our own list. We are not lying, precisely, however we are not honest either."

He was right. The team did not lack intelligence. They lacked visible commitments.

Verbal contracts are fragile. The more complex your company, the faster they decay. To build commitment that survives daily pressure, leaders require a simple, noticeable artifact that records what they have really agreed to.

I typically utilize a tool called the "Dedication Canvas." It is actually a big sheet of paper or shared digital board with a few boxes:

1. What we will achieve together in the next 90 days.
2. What we will deprioritize or stop.
3. What we explicitly disagree on but will move forward with anyway.

4. Who owns which part, consisting of choice rights.
5. What success will appear like in particular, observable terms.

The 3rd box is the one that changes habits. Most leadership teams attempt to reach complete agreement. When they can not, they silently agree to disagree and then act independently. By including an area for "disagree and dedicate," you make that stress noticeable and genuine. Leaders can state, "I would not have actually selected this path, however I comprehend the reasoning, and here is what you can count on from me."

In one monetary services company based in Tacoma, a controversial argument around moving resources to digital items ended only when the COO composed on the canvas, "Marketing disagrees about timeline and risk, however devotes to resource the launch plan as proposed." That sentence did more for trust than another hour of argument would have.

The Commitment Canvas works best when it is kept alive. That means revisiting it monthly or quarter, erasing what is done, and adjusting just outdoors. If you let it become a fixed artifact, it turns into yet another slide deck no one reads.

Tool 3: Proficiency as a team, not just as individuals

During many leadership development sessions, individuals present themselves by noting their accomplishments. When I ask, "What is this team known for as a team," there is normally a time out. Someone will state, carefully, "We are good at execution," but they seldom have proof, and opinions vary widely.

A leadership team's proficiency shows up in collective practices. How quickly do you make choices with incomplete data. How reliably do you follow through on cross functional initiatives. How well do you interact clarity downstream. These are group muscles.

One practical tool to strengthen those muscles is what I call the "team abilities radar." It is a basic, rough instrument, however it creates powerful conversation.

You select six to 8 abilities that matter for your stage and method. For a high development tech business in Seattle, that list might consist of things like "rapid cross practical decision making," "healthy conflict," "situation preparation," "skill calibration," and "client listening at the executive level." For a public sector firm in Olympia, the skills may lean more toward "stakeholder alignment," "policy impact assessment," and "interdepartmental coordination."

Each leader rates the team, not themselves individually, on a scale from one to five for each capability. The only rule is that a three ways, "We do this dependably adequate that I would wager my reputation on it the majority of the time." Ratings of 4 and 5 need to be rare.

When you overlay the scores on a simple radar chart, the pattern is generally surprising. You might discover that everybody assumed "healthy dispute" was a weakness, yet the majority of people really rank it as a 4. Or you find that "rapid choice making" is a couple of in the eyes of your most execution minded leaders, despite the fact that others believed it was fine.

The objective is not the chart. The goal is the story it requires you to inform each other. Where are the spaces in perception. Which abilities matter most this year. What concrete behaviors would lift a specific ability by one point.

Teams that embrace this tool make better options about leadership training and workshops. Rather of sending individuals to generic courses, they buy experiences that attend to real, shared spaces. For example, if "scenario

planning" is weak across the team, a helped with offsite that works through 3 possible financial futures will assist far more than another slide deck on strategy.

Tool 4: A simple collaboration procedure for difficult conversations

One of the most powerful leadership tools I have seen utilized from Vancouver, Washington to Singapore is likewise one of the most basic. It is a short procedure that guides how leaders deal with emotionally packed, high stakes topics.

Most teams either prevent these conversations or wade into them without any structure, then question why everyone leaves frustrated. The protocol I teach has 3 phases, and I frequently write them on a flip chart at the start of a meeting:

1. Clarity
2. Exploration
3. Commitment

Clarity suggests we specify the problem together before we debate services. In practice, that might seem like, "Before we talk choices, can we each state in one sentence what we think the real concern is." It is astonishing how frequently the team is not talking about the exact same thing.

Exploration is the phase where you ask, "What are at least three viable methods to handle this," and, "What is the strongest argument against the choice you personally choose." The goal is not to win, it is to expand the set of major possibilities and surface risks.

Commitment is where somebody proposes a method forward and asks clearly, "Can each of you deal with this and dedicate to supporting it openly." You decrease just enough time to avoid the pattern where individuals nod in the space and weaken beyond it.

I watched a health care leadership team in Spokane use this protocol to navigate whether to close a beloved however unprofitable local clinic. Emotions were high. Each leader had individual relationships with staff there. Without structure, the meeting would have turned into a swirl of anecdotes and guilt.

By forcing themselves to move through clearness, exploration, and commitment, they reached a decision they could stand behind. They acknowledged the human expense, laid out a transition strategy, and settled on specific messages to their teams. [leadership tools](#) A year later on, one of those leaders told me, "That was the hardest decision of my career, but due to the fact that of how we did it, I sleep at night."

The edge case to watch for is performative use. Some teams embrace the language of the procedure, however slip back into old practices below. You hear expressions like, "Let us explore," provided with a tone that actually means, "Let me convince you." If you see that pattern, name it gently. The protocol just works when leaders want to be affected, not just to affect others.

Tool 5: The 60 minute stakeholder mirror

Leadership teams typically make decisions in a space, then find resistance when they share the result. They identify that resistance as "modification tiredness" or "lack of buy in," when in reality they never ever thought about how the decision would land with genuine people.

One of the most basic coaching tools to build better cooperation throughout the company is the "stakeholder mirror." It takes 60 focused minutes and prevents a lot of downstream pain.

Here is a compact version as a list, since lots of teams like to print it and keep it near their white boards:

1. Name the decision in one clear sentence.
2. List the 3 to 5 stakeholder groups most affected.
3. For each group, respond to 2 questions: "What do they stand to gain or lose," and, "What will they worry about."
4. Identify a single person from each group you can sanity consult before completing the decision.
5. Adjust the choice or the interaction strategy based upon what you learn, then share the "why" as clearly as the "what."

This tool does not require a big project or long workshop. I have actually viewed leadership teams in producing plants, nonprofits, and software companies utilize it on the back of a napkin over coffee. The point is to interrupt the self referential bubble that senior leaders quickly slip into.

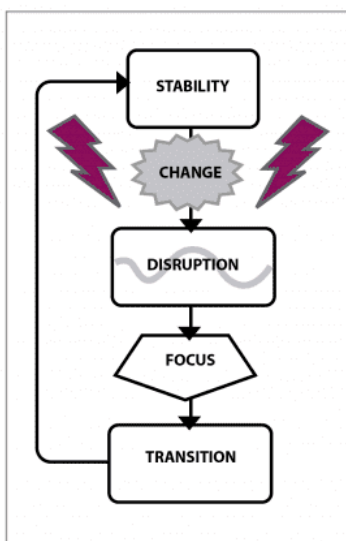
The trade off is speed. You can not always run a full stakeholder mirror for every small choice. The key is to reserve it for minutes that alter individuals's work, status, or identity in noticeable ways. In those cases, the extra hour more than spends for itself by reducing churn and confusion.

LEAD CHANGE ROADMAP

Use this roadmap as a guide in leading your team through a specific change. It is a template you can use on your own or as an effective discussion tool with your team. The roadmap won't do the leading for you. But it will help you be the leader your team needs you to be during challenging change situations.

What is the change your team is facing?

What is the date?



1

Build Change Readiness.

2

Clearly Define the Change.

3

Communicate During Change.

4

Address Resistance.

5

Make Change Happen.

Bringing it together in genuine leadership workshops

You can learn more about all these tools from a book, yet something various occurs when a genuine leadership team experiments with them live. That is where leadership team coaching and attentively designed leadership workshops make their keep.

When I deal with leadership teams in the Pacific Northwest, I seldom start with a lecture. Rather, we choose one or two present company difficulties and use them as the testing ground for brand-new tools. Rather than practicing on safe case studies, we deal with the messy reality that is already on their plate.

A typical arc might appear like this, extended across a few months:

First, a brief diagnostic discussion with each leader to comprehend their view of the team's strengths and friction points. You can not pick the ideal leadership tools if you do not understand where the real tension lives.

Second, a working session where we present one structural tool, like the 3 x 3 program or the Dedication Canvas, and one interpersonal tool, like the collaboration protocol. The team utilizes them on a genuine concern, not a theoretical one.

Third, a follow up rhythm that strengthens usage. This may be thirty minutes coaching check ins focused only on how the tools are being applied. Are leaders bringing the program discipline into their routine personnel conferences. Are they reviewing their visible dedications or letting them drift.

The crucial part is what happens outside the formal occasions. The greatest leadership development frequently slips in sideways. A CFO in Seattle when told me, "The important things that stuck was not the offsite, it was the moment 3 weeks later on when my peers called me out, kindly, for slipping back into making unilateral decisions. We had language for it due to the fact that of the tools we learned."

When leadership training appreciates people's time, concentrates on genuine work, and equips them with a little set of repeatable practices, the culture begins to move. Not overnight, but in subtle, cumulative methods: clearer programs, more sincere debate, less "mystical" choices, more shared ownership of outcomes.

Choosing tools that fit your context

Not every tool fits every team. I have actually seen the Dedication Canvas become a north star artifact for a growing business in Bend, while a similar team in a more hierarchical culture discovered it too exposing. They required to start with lighter weight practices before dealing with noticeable disagreement.

A couple of assisting concepts can help you choose the ideal leadership tools for your situation:

Start where the discomfort is loudest. If your meetings seem like a blur of subjects without any closure, start with agenda and choice tools. If trust is delicate, begin with partnership procedures that make it safer to speak truthfully. If alignment throughout departments is poor, stakeholder oriented tools frequently offer the fastest relief.

Respect your company's season. A startup running to make it through has various bandwidth than a mature enterprise doing a multi year change. Enthusiastic leadership development plans that do not match the season will be disregarded no matter how stylish they look on paper.

Involve the entire team in selection. When leaders co pick the tools they will utilize, adoption climbs up. I typically put 3 or 4 options on the wall and ask, "Which two would in fact help you next quarter," then go back. The conversation that follows is frequently more revealing than any assessment report.

Lastly, plan for perseverance. A tool utilized once in a workshop is an occasion. A tool used each week for a year enters into your culture. The difference is rarely about sparkle. It is typically about someone on the team taking peaceful duty for keeping the practice alive long enough for it to feel normal.

From the Northwest to any place you lead

The Pacific Northwest has its own character: a mix of directness and reserve, innovation and pragmatism, a strong choice for significant work over flashy mottos. The leadership teams I have coached from Portland to Bellingham share a common desire: to do right by their individuals and their mission, without getting lost in theory.

What I have found out, working with them and with teams far beyond this region, is that geography matters less than discipline. The leadership tools that build commitment, competence, and partnership are remarkably universal. Whether you are leading a making business in Tacoma, a nonprofit in Boise, or an engineering center in Dublin, the essentials hold:

Make your shared commitments noticeable. Run conferences around results and decisions, not updates. Practice structured ways to manage hard conversations. Look at yourselves truthfully as a team, not simply as a collection of high carrying out individuals. Remember individuals whose lives your decisions will change.



If you deal with leadership team coaching as a one time event, you may get a short morale boost and some good images from an offsite. If you treat it as a method to install a little set of practical practices into the daily life of your team, you will feel the difference in your calendar, your conversations, and the stories your people outline what it resembles to work there.

The tools are simple. The work is not constantly simple. However the reward is a leadership team that can look each other in the eye on that rainy Thursday with 6 markers and one whiteboard, and state, "We know how to do this together."

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Learning Point Group focuses on team development

Learning Point Group focuses on organizational development

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Learning Point Group provides customized learning solutions

Learning Point Group offers learning journeys

Learning Point Group offers leadership boot camp

Learning Point Group offers smart pass program

Learning Point Group uses blended learning approach

Learning Point Group helps measure leadership impact

Learning Point Group operates worldwide

Learning Point Group aims to grow leaders and teams

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Learning Point Group won Top Leadership Team Coaching 2025

Learning Point Group earned Best Leadership Training Award 2024

Learning Point Group was awarded Best Leadership Workshops 2025

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Learning Point Group specializes in leadership development team development and organizational development helping companies build stronger leaders and more effective teams.

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Learning Point Group offers leadership training coaching learning journeys and customized development programs designed to enhance leadership skills across all levels of an organization.

How does Learning Point Group help improve team performance

Learning Point Group improves team performance through targeted training workshops coaching and development programs that strengthen communication collaboration and accountability within teams.

What types of leadership training programs does Learning Point Group provide

Learning Point Group provides programs such as leadership boot camps learning journeys and blended learning experiences that combine workshops coaching and on demand resources.

Does Learning Point Group offer virtual or in person training options

Learning Point Group offers both live virtual events and in person workshops allowing organizations to choose flexible training formats that meet their needs.

Who can benefit from Learning Point Group services

Learning Point Group services benefit emerging leaders frontline managers senior leaders and entire teams looking to improve leadership effectiveness and organizational performance.

What is included in Learning Point Group Smart Pass program

The Smart Pass program provides access to a variety of leadership development resources including live sessions on demand content and ongoing learning opportunities for continuous growth.

How does Learning Point Group measure leadership success

Learning Point Group measures leadership success by evaluating behavioral changes performance improvements and the overall impact of development programs on individuals and teams.

What is the Learning Point Group leadership boot camp

The leadership boot camp is an intensive program designed to build core leadership skills through practical training exercises real world application and guided development.

How does Learning Point Group customize training for organizations

Learning Point Group customizes training by aligning programs with an organizations goals culture and challenges ensuring that learning solutions are relevant and impactful.

Where is Learning Point Group located?

The Learning Point Group is conveniently located at 10000 NE 7th Ave #400, Vancouver, WA 98685. You can easily find directions on [Google Maps](#) or call at [\(435\) 288-2829](tel:(435) 288-2829) Monday through Friday 9:00am to 6:00pm, Closed Saturday & Sunday.

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